

Statewide Data

Out of the 1,538 surveys sent out to the 15 different facility types in South Dakota, 1,346 were returned for a return rate of 87.5 percent. See Appendix B for a table showing the actual number of positions, vacancies, and turnovers as well as the percent of vacancies and turnover for all positions listed in Figure 1. As illustrated in Figure 1, the position with the highest percentage of vacancies was oral surgeon with 12.5 percent followed by certified coding specialist at 11.9 percent and radiological technician at 10.7 percent.

The position with the highest percentage of turnovers was EMT – PM (paramedic) with 57.1 percent followed by certified nursing assistant at 39.2 percent and nutrition educator at 33.3 percent. The statewide percent of all budgeted vacancies and all turnovers for all positions in 2008 was 6.6 and 15.1 percent, respectively. In 2007, the statewide percent of all budgeted vacancies and all turnovers for all positions was 4.2 and 14.6 percent, respectively.

Figure 1
Percent of Vacancies and Turnovers, 2008

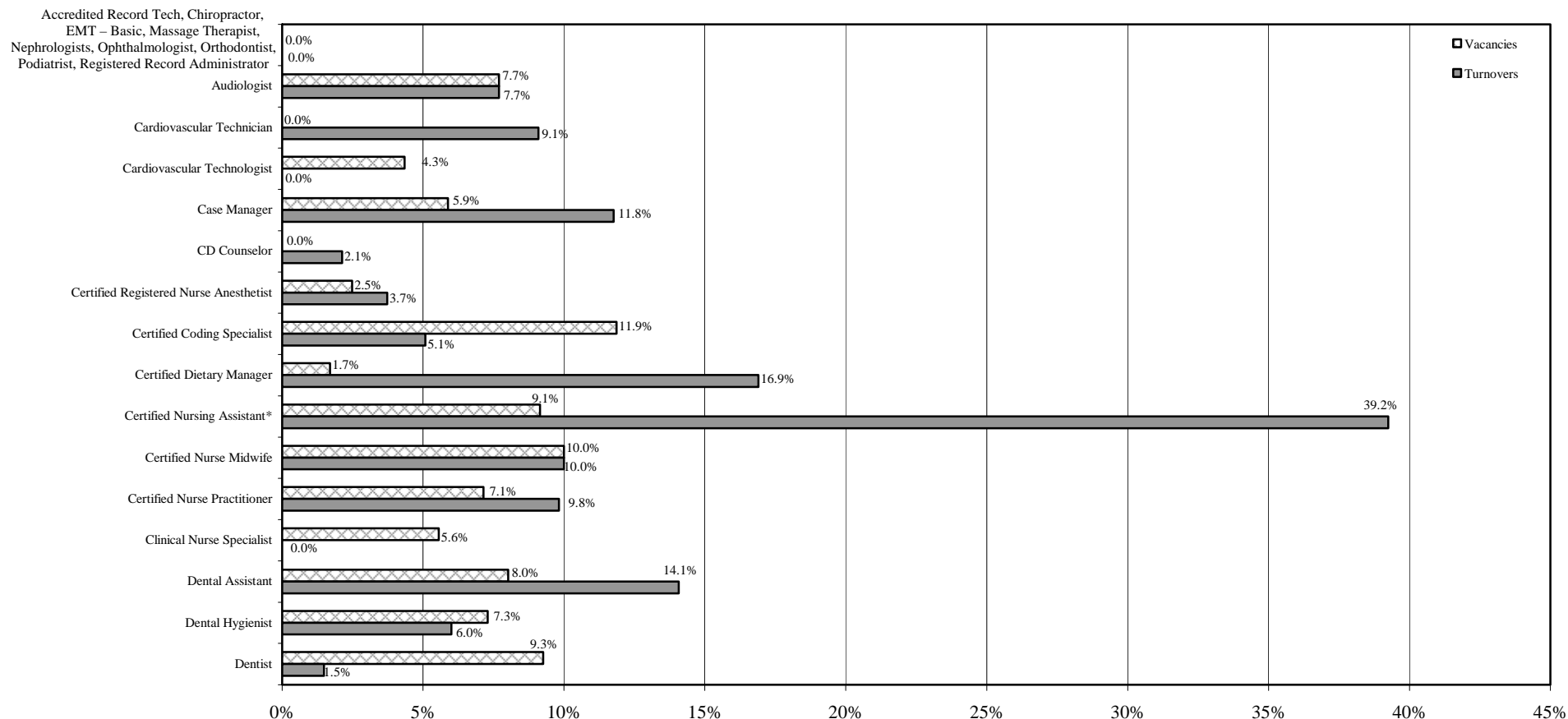
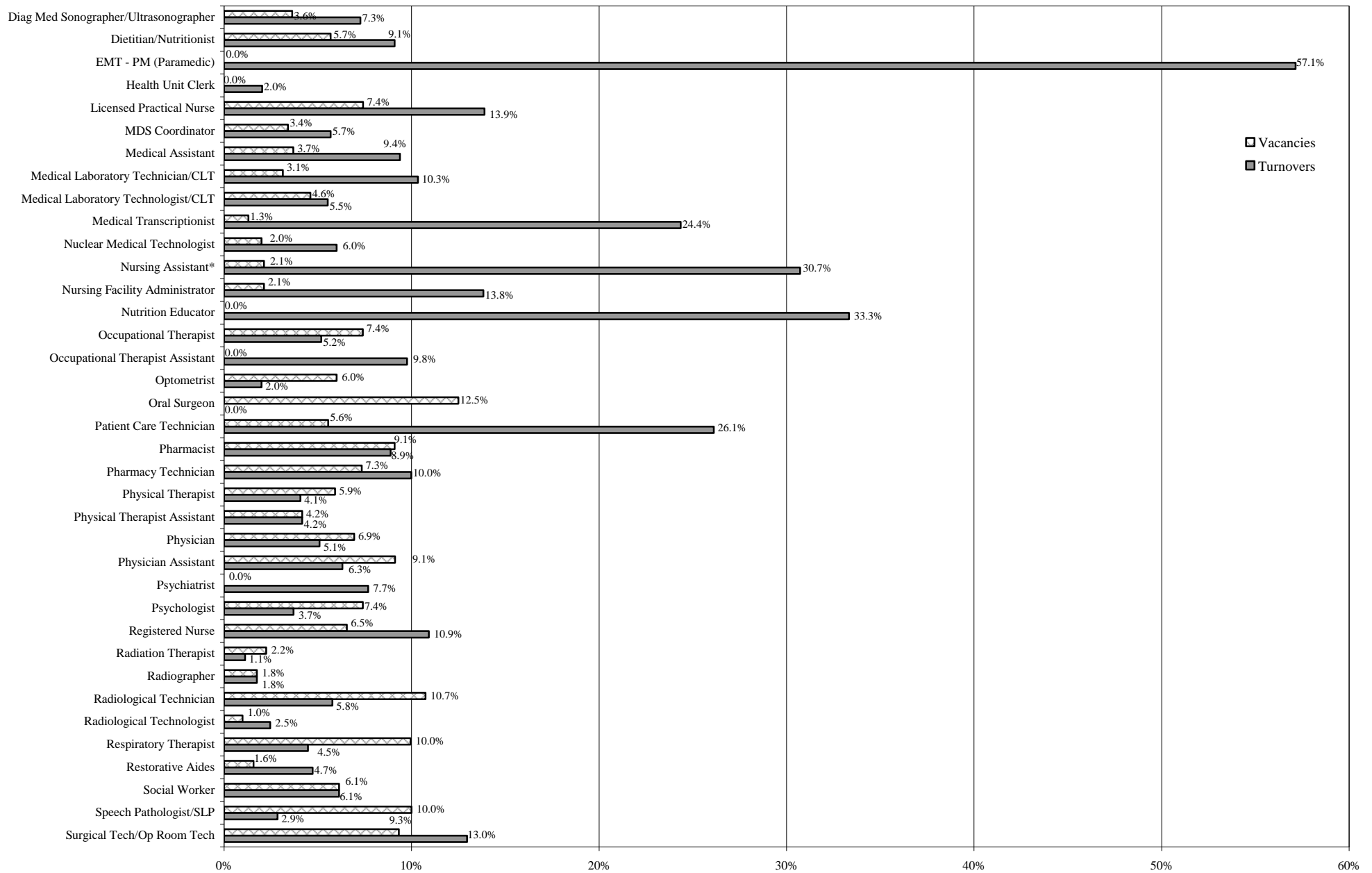


Figure 1
Percent of Vacancies and Turnovers, 2008 (continued)



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: * Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.

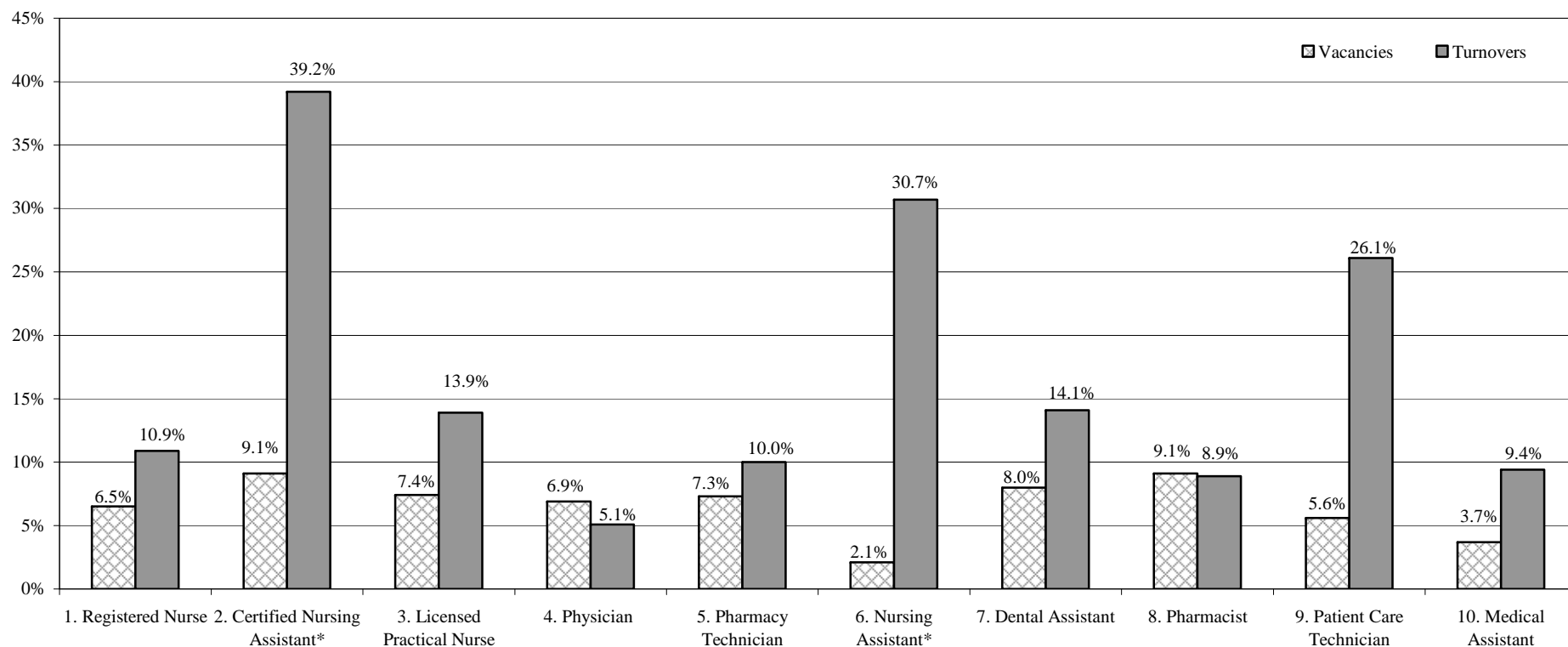
Please do not use past publications to conduct trend analysis on nursing assistants.

There were only part-time EMT – I/88 (Intermediate) (2) and EMT – I/99 (Special Skills) (2) in 2008.

Figure 2 illustrates the percent of vacancies and turnovers for the top 10 full-time budgeted positions employed at the 15 facility types. Facility types included assisted living centers, inpatient chemical dependency, certified end-stage renal dialysis, clinics, home health agencies, intermediate care for mentally retarded, nursing facilities, rural health clinics, dental offices, federally qualified health care centers, eye clinics, pharmacies, correctional health facilities, and hospitals including community, non-community, and specialized.

The top 10 full-time budgeted positions refer to the 10 health care professions in which the largest numbers of people are employed. Certified nursing assistant and pharmacist had the highest percent of vacancies both with 9.1 percent followed by dental assistant with 8.0 percent and licensed practical nurse with 7.4 percent. Certified nursing assistant had the highest percent of turnovers with 39.2 percent followed by nursing assistant with 30.7 percent and patient care technician with 26.1 percent.

Figure 2
Top Ten Full-Time Budgeted Positions - Percent of Vacancies and Turnovers, 2008



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

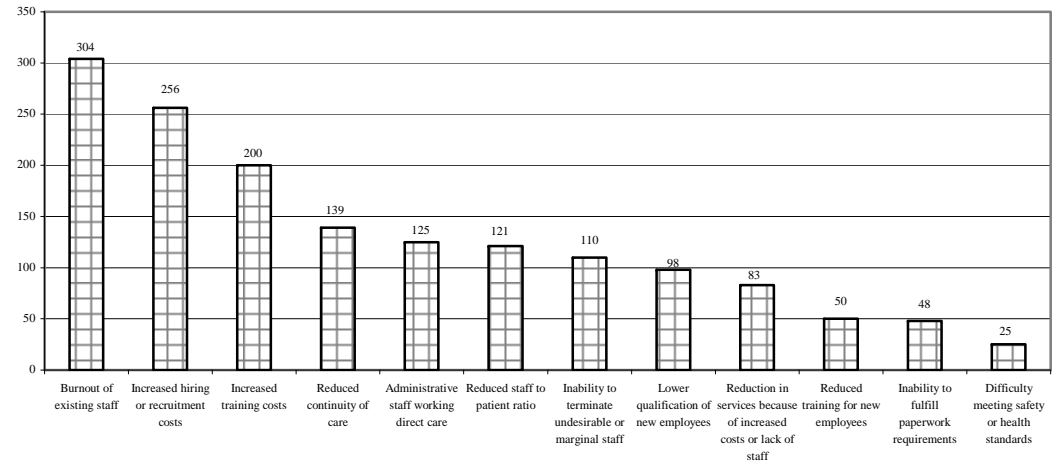
Note: * Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.

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Impact of Vacancies and Turnovers

Figure 3 provides the responses to the impact of vacancies and turnovers on facilities. The greatest number of facilities, 304, stated “burnout of existing staff” as their top impact. The second highest impact on facilities was “increased hiring or recruitment cost,” reported by 256 facilities. “Increased training costs” was the third highest impact, at 200 facilities.

Figure 3
Impact of Vacancies or Turnovers on Facilities, 2008

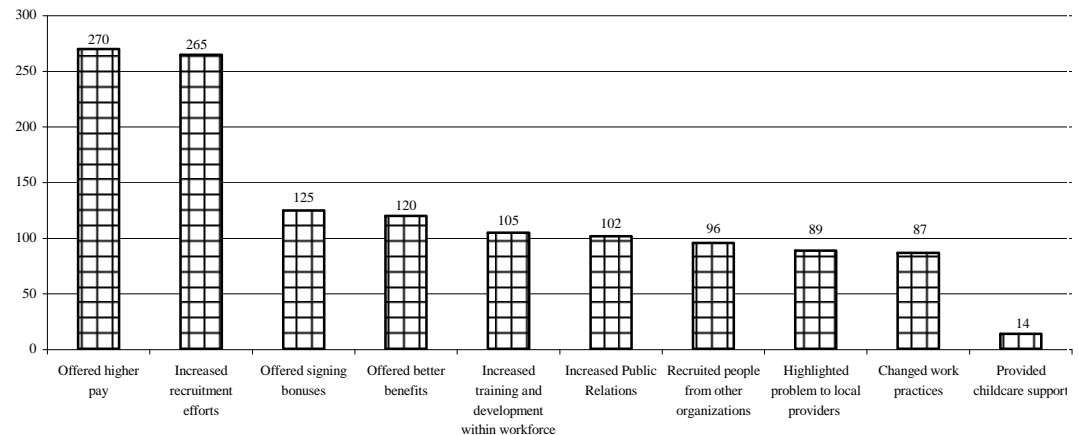


Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Measures Taken for Hard-to-Fill Vacancies

Figure 4 indicates that surveyed facilities “offered higher pay” most of the time as a measure taken to tackle hard-to-fill vacancies with 270 facilities choosing this response. “Increased recruitment efforts” was second with 265 facilities choosing it. A total of 125 facilities checked “offered signing bonuses” for the third most marked response. Facilities were allowed to check more than one response.

Figure 4
Measures Taken to Tackle Hard-to-Fill Vacancies, 2008



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records